

Pilgrims Hospices Gender Pay Gap Reporting Narrative

External Communication

September 2020

Introduction

Pilgrims Hospices, having more than 250 employees on our payroll at 6th April 2019 is required by UK law to report annually on our Gender Pay Gap Data. This is our third annual Gender Pay Gap report, and has been prepared using the prescribed information as at 5th April 2019, our “Snapshot Date”.

A Gender Pay Gap is not the same as an Equal Pay Gap. Where equal pay relates to the pay of men and women working in the same role or at the same level, the Gender Pay Gap takes into account all roles at all levels across the organisation. The Gender Pay Gap is defined as the difference between the average hourly pay received by male and female employees across the organisation, expressed as a percentage that represents the Gender Pay Gap between male and female employees’ average hourly pay.

Pilgrims Hospices Workforce Profile

Pilgrims Hospices employs considerably more female than male employees, Further, female employees are disproportionately represented in qualified clinical positions, roles which in turn pay in excess of the mean average rate of pay due to their specialist status. This workforce profile is largely comparable to the wider healthcare sector which sees male workers significantly under-represented in senior, qualified, clinical roles.

Our Gender Pay Gap information should be considered within the context of this distribution of female to male employees, which has a significant impact on our overall Gender Pay Gap.

At 6th April 2019, the gender split in the Pilgrims Hospices’ workforce was as follows:

| Gender | Percentage |
|------------------|------------|
| Female Employees | 80% |
| Male Employees | 20% |

Report Definitions

Our reports are based on the average hourly rates of all employees paid at 6th April 2019, they are not based on the annual salaries our employees receive.

The hourly rate is calculated from the earnings received by employees in the April 2019 pay run. For the purpose of Gender Pay reporting, “earnings” include the employee’s monthly salary before any statutory or voluntary deductions are made, enhancements an employee may have received for working any unsocial hours, and allowances such as monthly car allowance payments.

The Mean Gender Pay Gap is the percentage gap between the average hourly rates of all male and female employees. This is the most commonly reported figure when organisations state their gender pay gap percentage.

The Median Gender Pay Gap is the mid-point of the hourly rate of male and female employees, where the mid-point is between the highest and lowest hourly rate.

We do not pay bonus payments to our staff, however for the purpose of Gender Pay Reporting “bonus payments” include commission payments paid to two of our employees in the preceding 12 months to the 6th April 2019.

The definition of a pay quartile is a quarter, or 25% of employees, grouped by their hourly rate of pay i.e. the lower quartile includes the 25% of employees with the lowest hourly rates of pay.

The Results

The table below represents our results for 2019:

| Gender Pay Gap Reports | Gender Pay Gap % between male and female hourly pay and bonus pay | Gender Pay Gap £ |
|------------------------------------------------------------|-------------------------------------------------------------------|------------------|
| Mean Gender Pay Gap (Most commonly reported figure) | -6.01% | £0.91 |
| Median Gender Pay Gap | -17.65% | £2.31 |
| Mean Bonus Gender Pay Gap | -100% | N/A |
| Median Bonus Gender Pay Gap | -100% | N/A |
| Proportion of female employees receiving a bonus | 0.70% | N/A |
| Proportion of male employees receiving a bonus | 0.00% | N/A |

| Quartile Pay Bands | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile |
|--------------------|----------------|-----------------------|-----------------------|----------------|
| Female | 68% | 82% | 89% | 83% |
| Male | 32% | 18% | 11% | 17% |

Year on Year Comparison

In comparison to the 2018 Gender Pay Gap Report, Pilgrims Hospices continues to report a Gender Pay Gap in favour of female staff. This is represented in both the mean and median figures, however, the gap in median pay is significantly larger than the gap in mean pay.

Whilst the Median Gender Pay Gap continues to be larger than the mean, the difference between the median and mean is shrinking which indicates the pay rates are becoming more evenly distributed between male and female staff.

Key Gender Pay Objectives for the Future

The data detailed in the Gender Pay Gap report confirms that Pilgrims Hospices does not have concerns with a gender pay gap across the organisation. We have identified the following objectives as part of our continued commitment to improving equality and diversity, for all employees regardless of their gender:

- Continue to apply our current equality and diversity policies and practices in relation to pay, and terms and conditions of employment.
- Equality and diversity will continue to be encouraged and promoted in the workplace to ensure we attract the widest possible pool of candidates for each vacancy.
- Continue to train and support recruiting managers to undertake equality and diversity training, along with providing access to mentoring, training and development opportunities to encourage and promote progression into senior roles.
- Ensure our Board of Trustees understand the diversity of our workforce and support our equality objectives.
- Undertake a strategic review of the current equality and diversity activities as part of our 2020/21 workforce objectives.

Statutory Statement

It is confirmed that Pilgrims Hospices have prepared its 2019 Gender Pay Gap results in line with mandatory requirements.

Helen Bennett
Chief Executive Officer

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